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DTR-6825

71-3934

08 OCT 1971

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Authority to Enter on Duty External CTs for the January 1972 Class

ACTION REQUESTED: Approval of Paragraph 5 Recommendation

1. If we are to have the flexibility necessary to organize the best possible January CT Class and develop these individuals according to our professional standards we need authority to hire 15 external CT applicants not later than mid-October. Without this authorization we shall not have adequate opportunity to organize the best possible CT Class and develop these individuals according to our professional standards.

2. Our plans provide for a January Class numbering 23 to 25. To this end, prior to the freeze, we brought on board two candidates who are now in pre-training interim assignments awaiting the beginning of their CT training. We have also made employment commitments (prior to the freeze) to two additional candidates, who have not yet entered on duty, leaving 21 spaces to be filled. We are currently in the final stages of review of 24 internal applicants and estimate that we shall select around eight to ten of these. Therefore, if we combine the anticipated number of internal candidates with the two external candidates already employed and the two to whom we have extended commitments but not yet on board we have 11 spaces remaining to be filled by other external applicants.

3. With regard to the projected use of the January Class we estimate if the class has 23 to 25 members as planned and all complete the Program, nine to ten will find assignment in the DDI and up to 15 would be placed in the DDP and possibly one in the DDS.

4. According to our information DDI absorption of their share of the January Class will present no significant difficulties. The problem is in the DDP where no final decision has yet been reached on how to make required personnel cuts. This is a most difficult problem, but if the DDP is to have even a small CT input of around 15 in the Spring of 1973 it is necessary to enter these candidates in the pipeline this January. By the Spring of 1973 it would seem almost certain that the

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DDP will have a pressing need for some 15 highly trained, carefully selected young officers who can serve anywhere in the world. Between now and the Spring of 1973 these candidates will of course be carried on CT rolls and will present no DDP slotting problems. But in cases involving internal candidates the Career Training Program should in no way be viewed as a device to make currently required personnel cuts. It should be clearly understood that upon the completion of the CT Program the sponsoring Directorate has a basic obligation to reemploy any CT internal candidate the Directorate sponsors. However, this obligation should not preclude the final placement of CT candidates of one Directorate in another should the CT Program establish such placement is beneficial to the Agency.

5. I recommend that you authorize the recruitment of 15 external CTs for the January 1972 Class.

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HUGH T. CUNNINGHAM
Director of Training

APPROVED:

See Memo dtd 12 Oct 71 for D/Pers fr DD/S, subj: Entrance on Duty of Career Trainees

John W. Coffey
Deputy Director
for Support

Date

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OTR/CTP/:ks (8 Oct 71)

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